

EQUAL EMPLOYMENT OPPORTUNITY

Plant TiftNet, Inc. (Plant TiftNet) is an equal opportunity employer. Plant TiftNet provides notification of full-time job vacancies to organizations assisting job seekers. Any organization which would like to receive notification of job openings should contact us and request to be included on our employment opportunity notifications list. Organizations can make such requests by mail to:

Gordon Duff, Vice President
Plant TiftNet
P.O. Box 187
Tifton, Georgia 31793

Or by fax to:

229-528-6888

When making such requests, please provide the name of your organization, the address, phone number, fax number, and the name of the contact representative to whom notifications should be sent.

Attachment: Cable EEO Public File Report - 2016

PLANT TIFTNET, INC.
CABLE EEO PUBLIC FILE REPORT - 2016

DATE: 10/01/2015 - 09/30/2016

- I. Full-time vacancies filled, identified by job title and source referring the person hired with total number of persons interviewed for full-time vacancies

JOB TITLE: CATV Installer

Job Title	Source of Hire	Recruiting Sources Used	# Interviews	# Hired
CATV Installer		• Applications on File	1	0
		• Newspaper/Online Monster.com Help Wanted Ad	1	1
		• Department of Labor	0	0
		• Moultrie Technical College	0	0
Totals for Position				
CATV Installer		• Applications on File	0	0
		• Newspaper/Online Monster.com Help Wanted Ad	2	0
		• Department of Labor	2	1
		• South GA Regional Technical College	0	0
Totals for Position				
Totals for 10/01/2015 – 09/30/2016			6	2

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II. FCC Sourcing Report – Contact List

Referral Source	Contact	Address	Telephone	# Interviews	# Hired
Applications on File	Plant TiftNet Internal Records	Plant TiftNet, Inc. P.O. Box 187 Tifton, GA 31793	229-382-3003	1	0
Newspaper/Online Monster.com Help Wanted Ad	Sharoyla Coleman	sharoyla.coleman@gafnews.com	800-600-4838	3	1
GA Department of Labor	GA DoL	http://www.employgeorgia.com/	229-386-3322	2	1
South GA Regional Technical College	Dana Lewis	dlewis@moultrietech.edu	229-217-4149	0	0
Totals for 10/01/2015 – 09/30/2016				6	2

III. Recruitment Initiatives

Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions.	<ol style="list-style-type: none"> 1) Training program for CATV Installers to learn fiber splicing and utility location, best practices ongoing in 2015/2016. 2) Training/ cross-training program for System Technicians & Telecom Installers to learn advanced system troubleshooting including MER/BER (DQI) and
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	<p>Pre-EQ interpretation ongoing in 2015/2016.</p> <p>3) Training program for Tech Support personnel to learn intermediate Digital Video troubleshooting and Arris remote diagnostic evaluation and remote wireless management ongoing in 2015/2016.</p> <p>4) Training program ongoing in 2015/2016 for Tech Support/Dispatch personnel and Systems Administrator/Cable Broadband Field Technician to cross-train on each position's essential duties.</p>
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	<p>1) XXXXXXXXXX, 2016 Plant TiftNet management conference with consultant to review EEO Policies & Procedures to ensure EEO program compliance for the upcoming year.</p>